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**Commercial / Building – Common Wages & Fringe Benefits
July-December 2003**

Employer Classification	Employee Classification	Hourly Wage	Fringe Benefits
Asbestos Worker	Skilled	25.20	8.80
	Semi-Skilled	20.25	4.71
	Unskilled	12.66	4.71
Bollermaker	Skilled	28.25	11.69
	Semi-Skilled	25.21	11.69
	Unskilled	16.95	11.69
Bricklayer	Skilled	26.20	6.71
	Semi-Skilled	23.58	6.71
	Unskilled	13.10	6.71
Carpenter	Skilled	24.58	6.69
	Semi-Skilled	22.12	6.44
	Unskilled	14.75	5.67
Cement Finisher	Skilled	21.00	8.43
	Semi-Skilled	16.80	8.43
	Unskilled	12.60	8.43
Chemical Products Workers	Skilled	19.97	3.40
	Semi-Skilled	17.97	3.40
	Unskilled	9.98	3.40
Electrician	Skilled	28.10	9.23
	Semi-Skilled	23.05	8.49
	Unskilled	11.80	6.28
Elevator Constructor	Skilled	26.19	9.87
	Semi-Skilled	18.33	8.64
	Unskilled	9.60	3.79
Glazier	Skilled	23.43	7.48
	Semi-Skilled	18.75	7.48
	Unskilled	8.20	4.72
Iron Worker	Skilled	21.90	10.49
	Semi-Skilled	15.00	4.20
	Unskilled	9.00	0.74
Laborer	Skilled	20.43	5.80
	Semi-Skilled	19.93	5.80
	Unskilled	19.43	5.80
Marble/Tile Setter	Skilled	26.78	6.47
	Semi-Skilled	24.10	6.47
	Unskilled	12.05	6.47
Millwright	Skilled	22.43	9.91
	Semi-Skilled	17.94	8.87
	Unskilled	13.46	7.83
Operating Engineer	Skilled	24.50	9.09
	Semi-Skilled	23.55	9.09
	Unskilled	18.34	9.09
Painter Brush/Roll	Skilled	20.09	6.27
	Semi-Skilled	14.70	6.27
	Unskilled	8.83	0.00
Painter Spray/Sandblast	Skilled	20.09	6.27
	Semi-Skilled	14.70	6.27
	Unskilled	8.83	0.00
Pipefitter & Steamfitter	Skilled	27.05	9.25
	Semi-Skilled	20.29	6.55
	Unskilled	9.47	4.85
Plasterer	Skilled	22.80	6.74
	Semi-Skilled	18.24	6.74
	Unskilled	13.68	6.74

Data was unreported for categories not appearing above.
For unreported categories, Davis-Bacon wage rates apply.

Printed on 1/20/2004

**Commercial / Building – Common Wages & Fringe Benefits
July-December 2003**

Employer Classification	Skill Level	Common Fringe Hourly Rate	Hourly Wage
Plumber	Skilled	27.05	9.25
	Semi-Skilled	20.29	6.55
	Unskilled	9.47	4.85
Pointer/Caulker/Cleaner	Skilled	26.20	6.71
	Semi-Skilled	23.58	6.71
	Unskilled	13.10	6.71
Roofer	Skilled	21.36	6.75
	Semi-Skilled	17.09	4.45
	Unskilled	10.68	3.35
Sheet Metal Worker	Skilled	25.43	11.42
	Semi-Skilled	19.07	10.69
	Unskilled	12.72	9.82
Sound & Communication Worker	Skilled	20.55	5.30
	Semi-Skilled	13.00	4.23
	Unskilled	10.00	2.90
Sprinkler Fitter	Skilled	27.59	9.10
Stone Mason	Skilled	26.20	6.71
	Semi-Skilled	23.58	6.71
	Unskilled	13.10	6.71
Tile/Marble Finisher	Skilled	19.64	4.00
	Semi-Skilled	16.94	4.00
	Unskilled	10.69	4.00
Terrazzo Finisher	Skilled	19.64	4.00
	Semi-Skilled	16.94	4.00
	Unskilled	10.69	4.00
Terrazzo Worker	Skilled	26.78	6.47
	Semi-Skilled	24.10	6.47
	Unskilled	12.05	6.47
Truck Driver	Skilled	19.49	7.53
	Semi-Skilled	19.49	7.53
	Unskilled	19.49	7.53

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Printed on 1/20/2004

**Heavy / Highway – Common Wages & Fringe Benefits
July-December 2003**

Bricklayer	Skilled	26.20	6.71
	Semi-Skilled	23.58	6.71
	Unskilled	13.10	6.71
Carpenter	Skilled	23.48	5.89
	Semi-Skilled	18.06	5.40
	Unskilled	10.57	4.89
Chemical Products Workers	Skilled	19.97	3.40
	Semi-Skilled	17.97	3.40
	Unskilled	9.98	3.40
Laborer	Skilled	19.62	5.60
	Semi-Skilled	18.92	5.60
	Unskilled	18.62	5.60
Marble/Tile Setter	Skilled	26.78	6.47
	Semi-Skilled	24.10	6.47
	Unskilled	12.05	6.47
Millwright	Skilled	22.43	9.91
	Semi-Skilled	17.94	8.87
	Unskilled	13.46	7.83
Operating Engineer	Skilled	23.55	9.33
	Semi-Skilled	21.83	9.33
	Unskilled	17.66	9.33
Pointer/Caulker/Cleaner	Skilled	26.20	6.71
	Semi-Skilled	23.58	6.71
	Unskilled	13.10	6.71
Sheet Metal Worker	Skilled	25.22	10.49
	Semi-Skilled	18.92	9.77
	Unskilled	12.61	8.89
Stone Mason	Skilled	26.20	6.71
	Semi-Skilled	23.58	6.71
	Unskilled	13.10	6.71
Terrazzo Finisher	Skilled	19.64	4.00
	Semi-Skilled	16.94	4.00
	Unskilled	10.69	4.00
Terrazzo Worker	Skilled	26.78	6.47
	Semi-Skilled	24.10	6.47
	Unskilled	12.05	6.47
Tile/Marble Finisher	Skilled	19.64	4.00
	Semi-Skilled	16.94	4.00
	Unskilled	10.69	4.00
Truck Driver	Skilled	19.33	6.27

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For unreported categories, Davis-Bacon wage rates apply.

Printed on 1/19/2004

CITY _____ COUNTY MARION INDIANA

We the undersigned Committee, appointed pursuant to Indiana Code (I.C. 5-16-7), as amended in 1995, do fix and determine the common construction wage scales to apply on

Apex Roof Replacement IN School for the Deaf # B21-301; Football Field Bleachers
IN School for the Deaf # B21-302; Vet. Mem. Plaza Renov. IN Warren # A66-04-401

(JOB CLASSIFICATIONS ATTACHED)

FOR THE SEVERAL CLASSIFICATIONS OF LABOR AS FOLLOWS:

(SEE ATTACHED "EXHIBIT A")

ALL APPRENTICES - As approved by the U.S. Department of Labor Bureau of Apprentices & Training.

The Wage rates under columns of _____ and _____ as set forth by the Committee are the minimum wage rates to be paid and shall not prevent the employer from paying a higher wage rate.

Stipulation as to the employment of apprentices as semiskilled: Apprentices will be permitted to work at the semiskilled rate for the classification of work they perform when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship Training. Their wage rate will be their individual warranted percentage of the herein listed skilled classification common construction wage rate. Apprentices shall be permitted to work only at the ratio to journeymen as the apprenticeship program standards state.

The absence of a wage determination for the classes of unskilled workers in a particular classification is the result of the committee's determination that the common practice in the immediate locality is not to use unskilled workers in that classification on construction sites.

Gary Cahill
Representing the Governor of Indiana

[Signature]
Representing the Indiana state AFL-CIO

[Signature]
Representing the Awarding Agency & Industry

Taxpayer Appointed by Awarding Agency

Taxpayer Appointed by the County

Dated this 5th day of February 2004